Lesson 3: DCIPS Occupational Structure

Duration: 45 minutes

Lesson 3 Topics

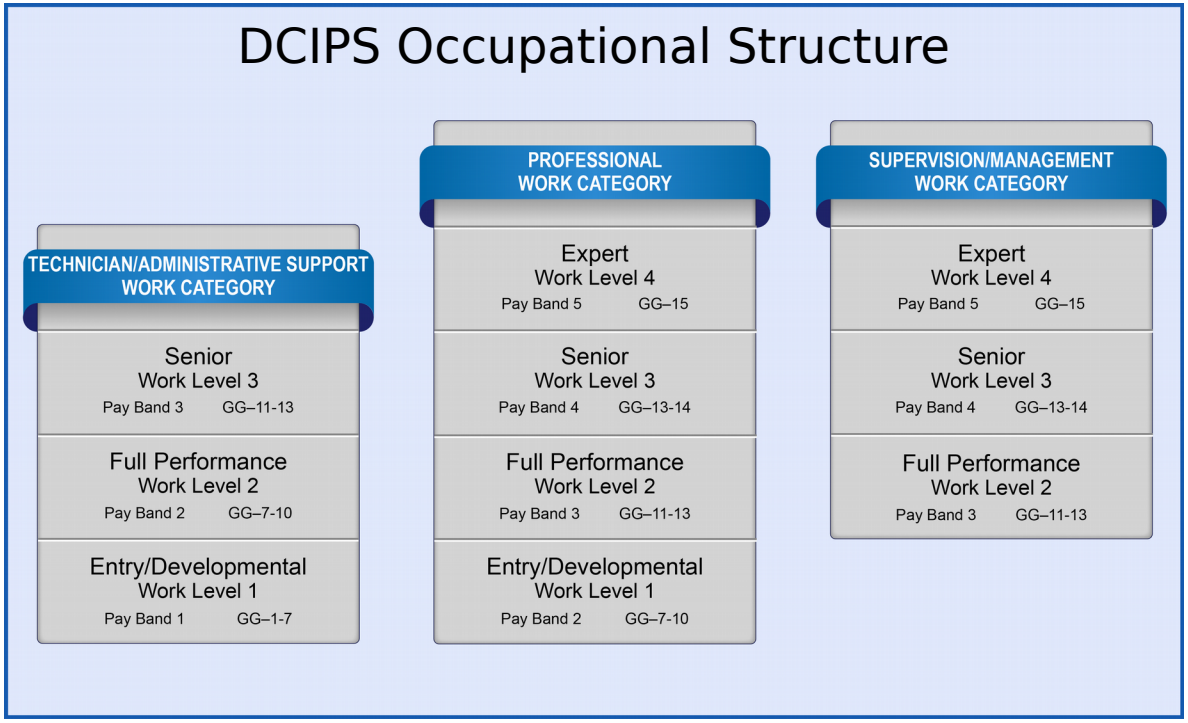
- Topic 1 – DCIPS Occupational Structure
- Topic 2 –Grades and Pay Bands
- Topic 3 – Occupational Groups

Key Terms

Can you Define These Key Terms?

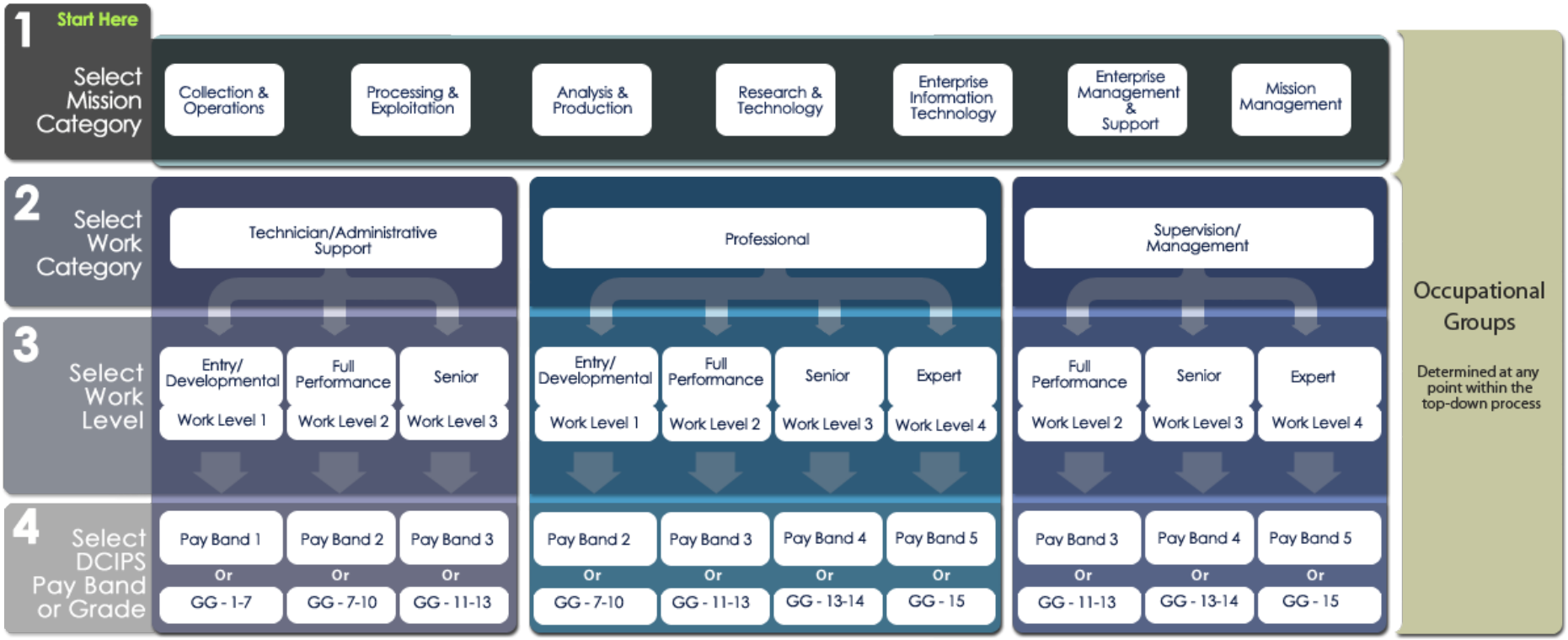
- Mission Categories
- Work Categories
- Work Levels
- DCIPS Grades/DCIPS Pay Bar
- Occupational Groups

Position Alignment

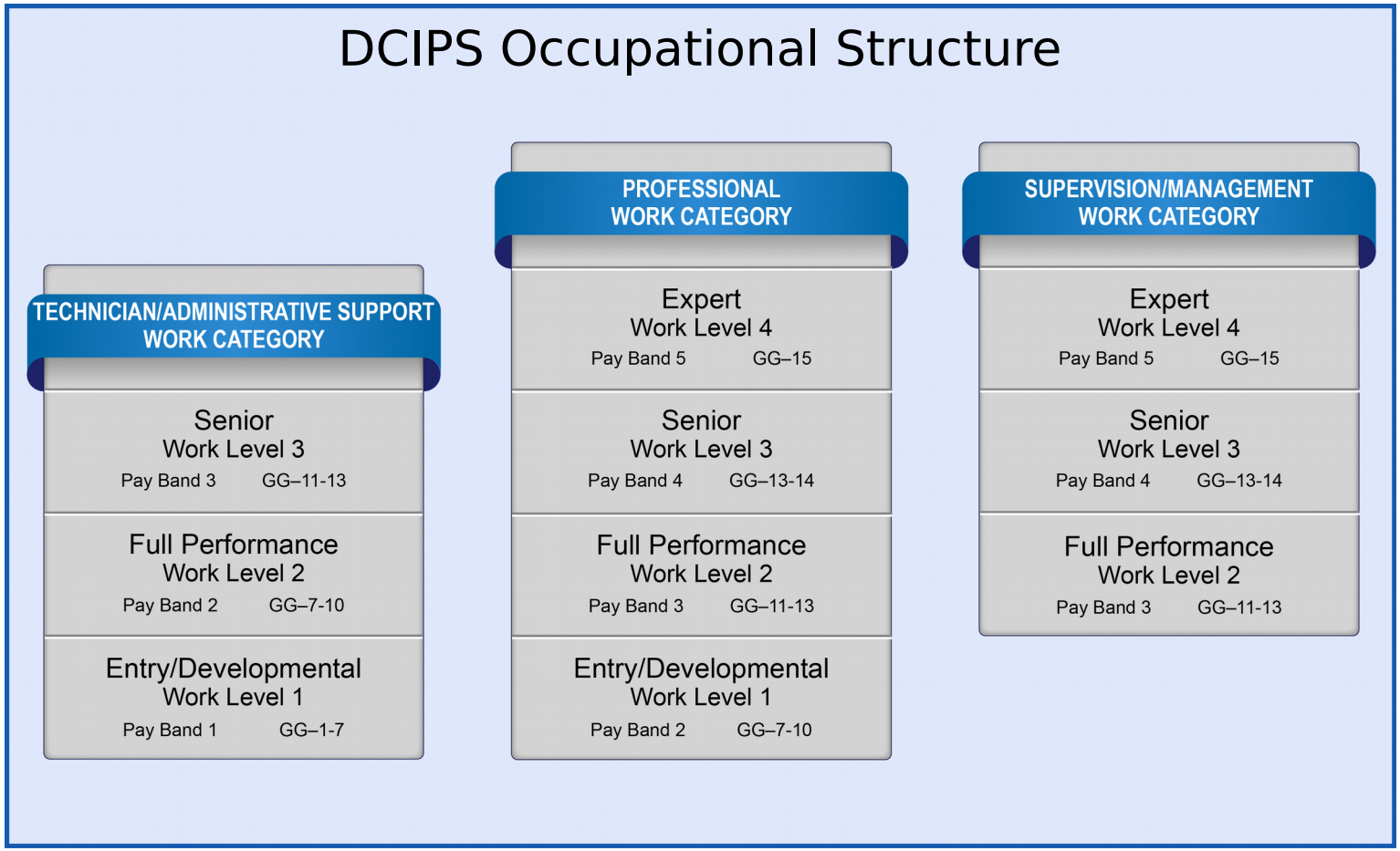


Alignment relates to the placement of positions in the DCIPS Occupational Structure and follows a top-down approach

Top-Down Alignment Process



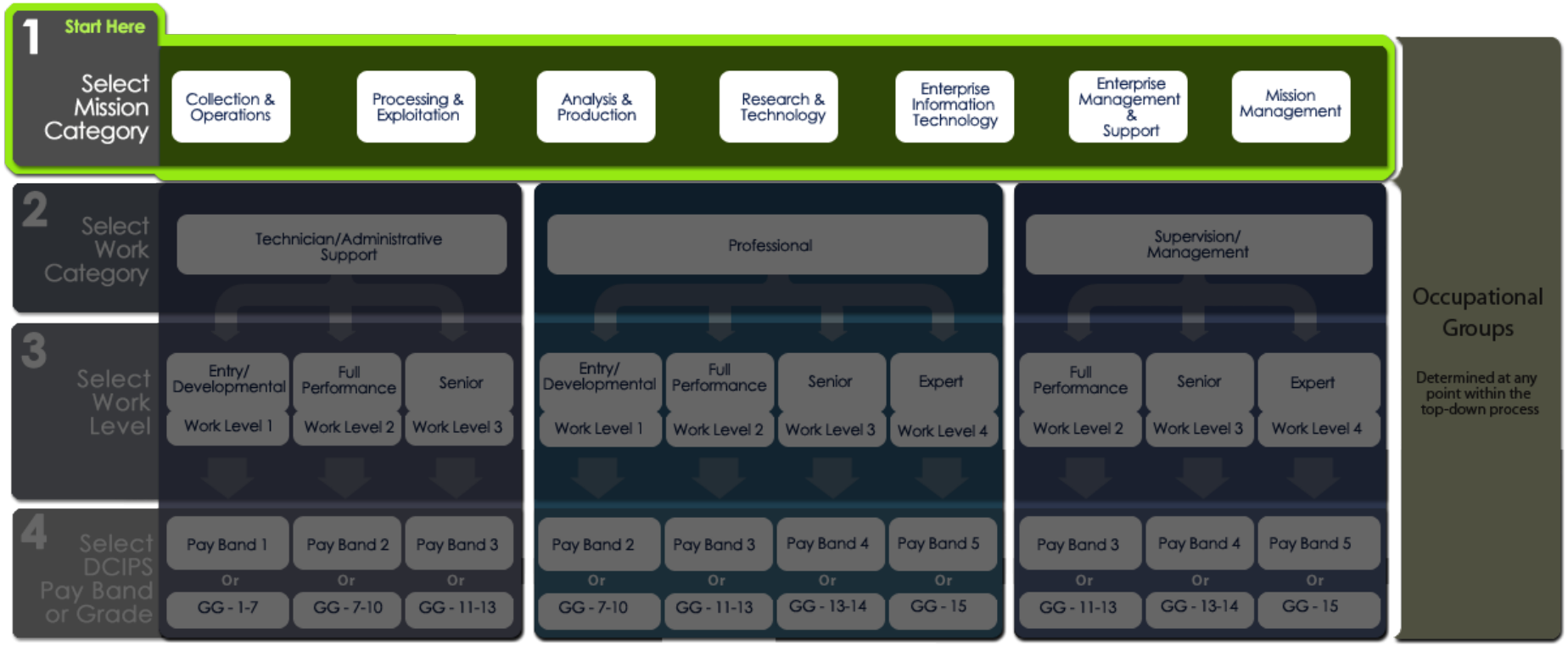
Overview of DCIPS Occupational Structure



Benefits of DCIPS Occupational Structure

- Promotes consistency across the Enterprise
- Helps the Enterprise recruit for DCIPS positions
- Helps the Enterprise conduct strategic workforce planning in order to ensure the right people are in the right places to meet evolving mission requirements
- Supports employee understanding, making it easier for individuals under career progression to transfer within the Enterprise
- Helps facilitate Joint Duty Assignments between Defense Intelligence Components and other members of the IC

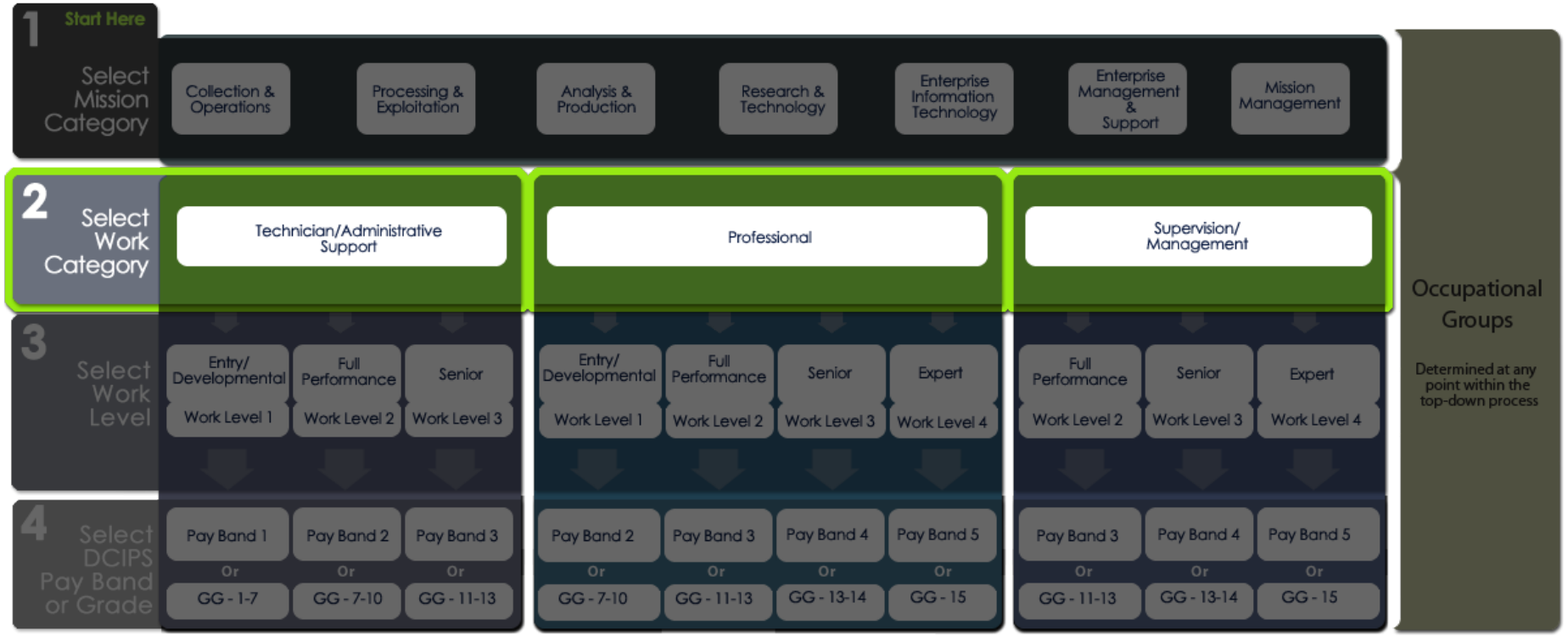
Step 1: Select Mission Category



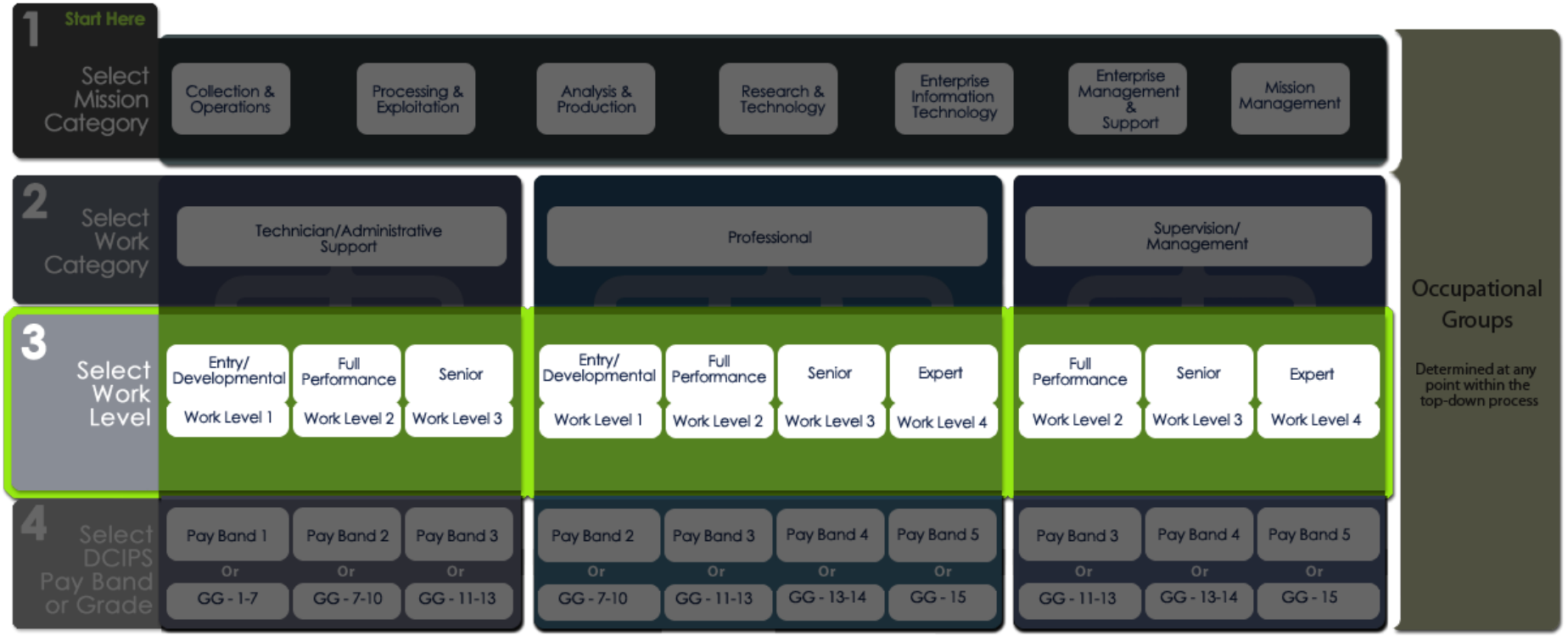
Mission Categories Defined

- Collection and Operations
- Processing and Exploitation
- Analysis and Production
- Research and Technology
- Enterprise Information Technology
- Enterprise Management and Support
- Mission Management

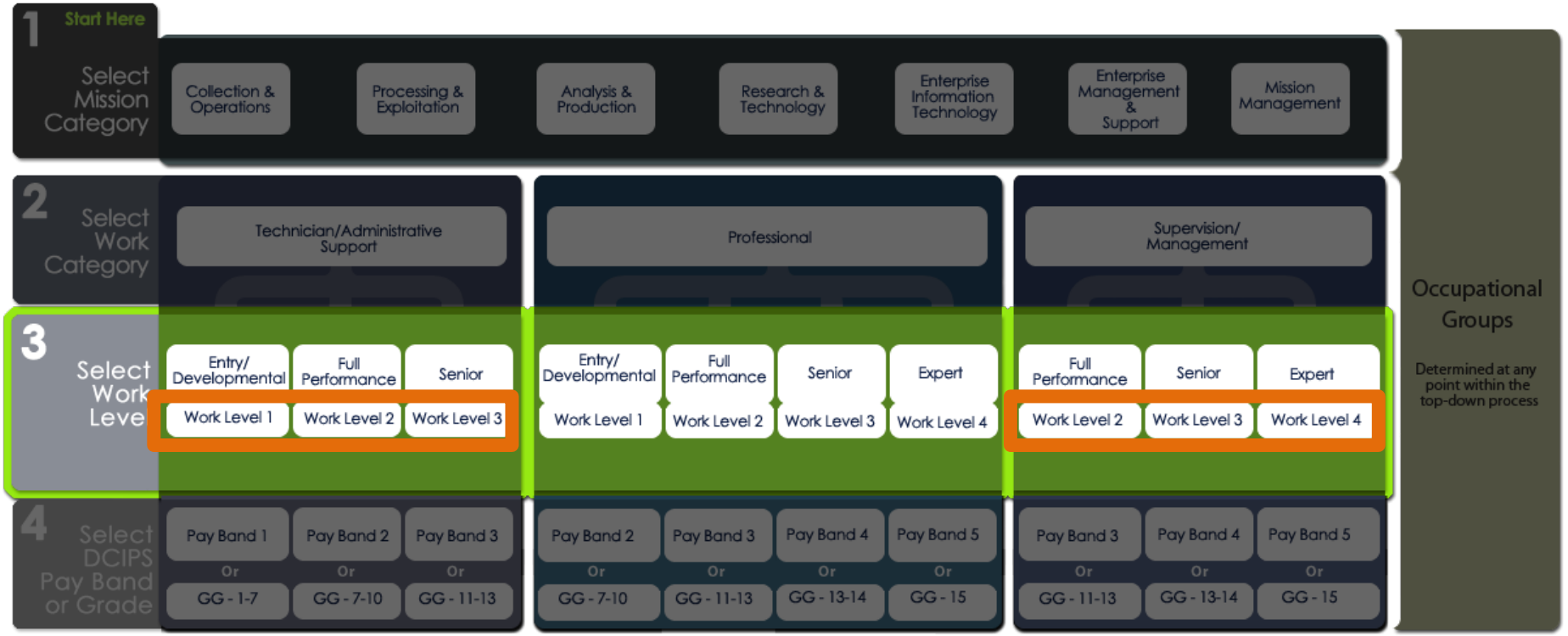
Step 2: Select Work Category



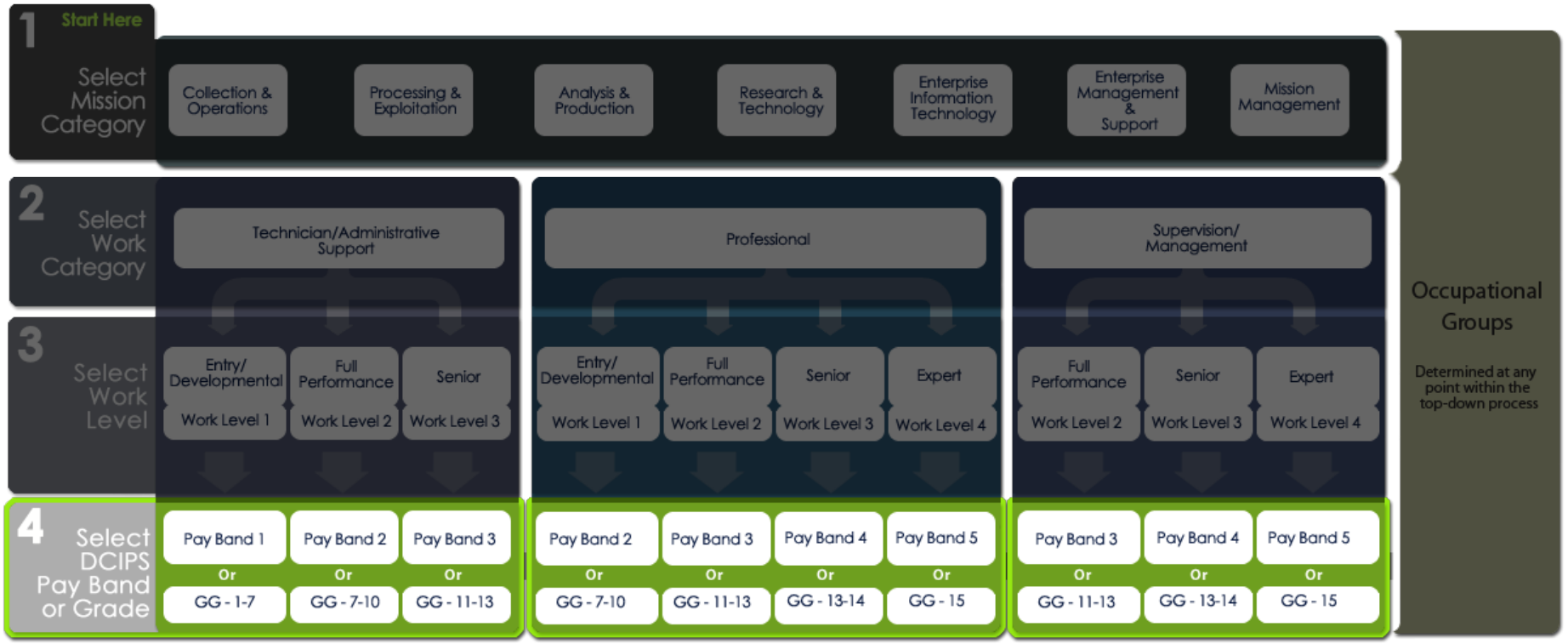
Step 3: Select Work Level



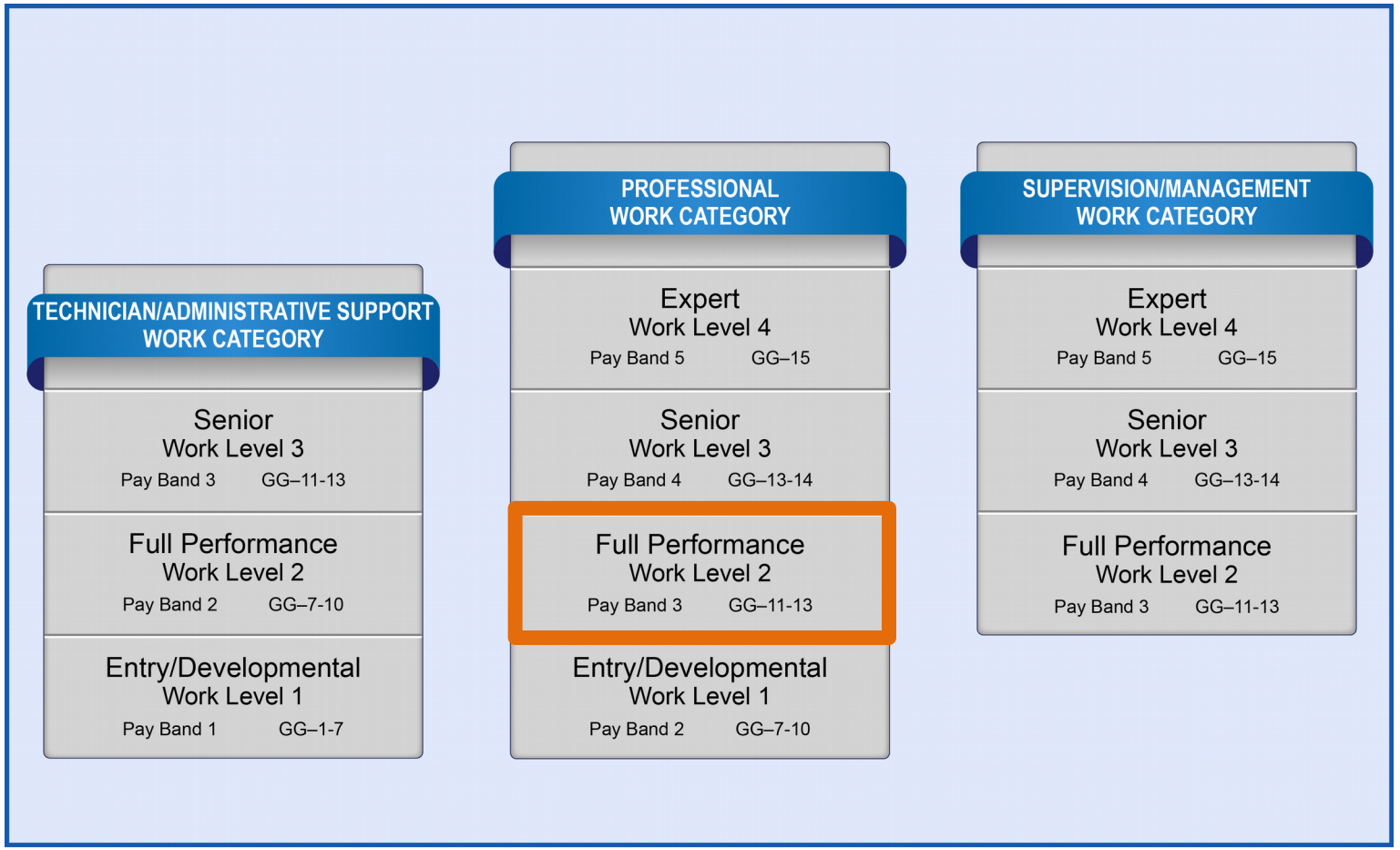
Work Levels and Work Categories



Step 4: Select Pay Band or Grade

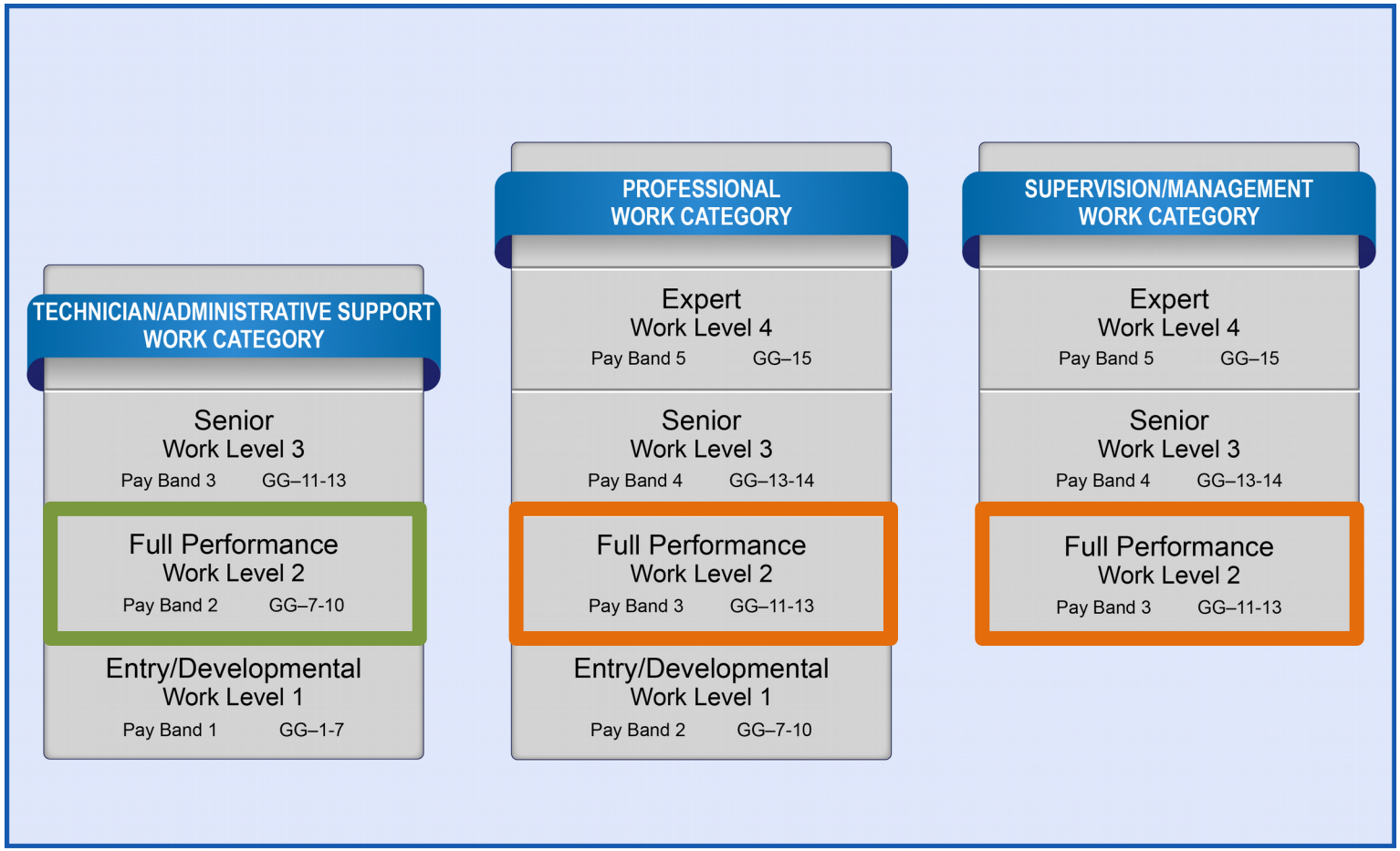


Common Work Level

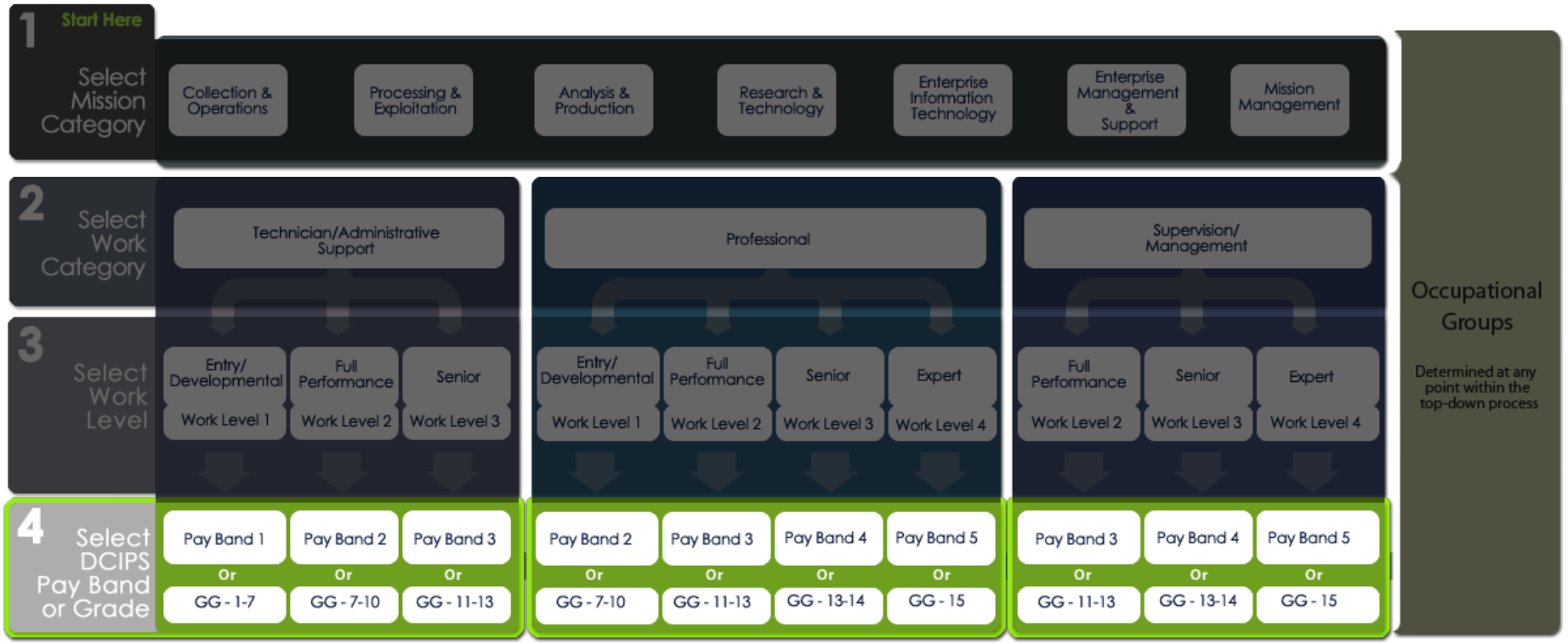


Pay Bands and Grades within Work Levels

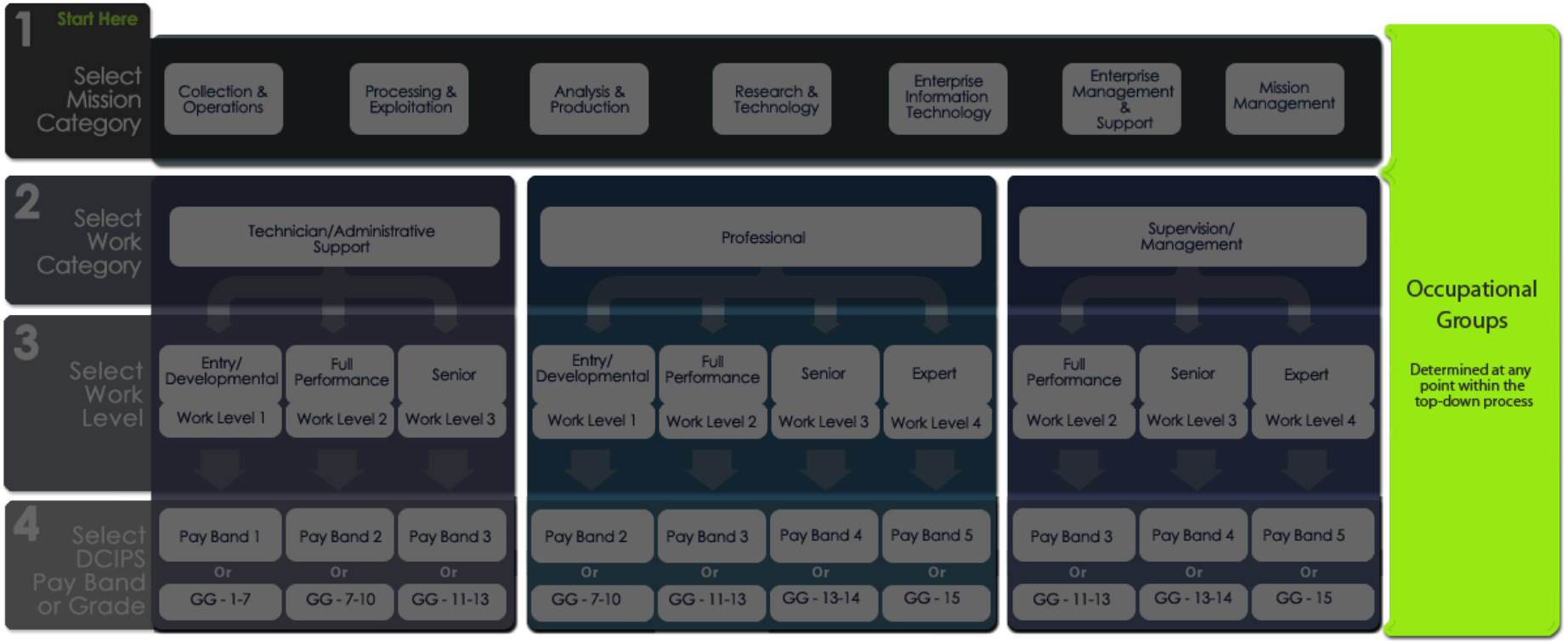
Pay Bands and Grades within Work Levels



Step 4: Select DCIPS Pay Band or Grade



Occupational Groups



Top-Down Alignment Approach

Lesson 3 Review

- Topic 1 – DCIPS Occupational Structure
- Topic 2 – DCIPS Grades and Pay Bands
- Topic 3 – Occupational Groups